

Results of USU Faculty Survey

Faculty Satisfaction with USU Benefits Programs & Priorities for Compensation

FINAL REPORT

March 2011

USU Budget and Faculty Welfare Committee

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Introduction and Methods

In early January 2011, the Faculty Benefits and Welfare committee at USU decided to conduct a survey of all tenured and tenure-track faculty across the USU system. The motivation for conducting the survey was two-fold. First, the committee recently has become more involved in advising the USU administration about areas where our benefits programs might be improved, with particular emphasis on shaping program changes made in response to expected future increases in health care costs. Second, the committee wanted to provide systematic advice to the President regarding the structure of any compensation increases in the event that resources become available in the future.

An on-line survey instrument was developed by BFW committee members and implemented using Survey Monkey (www.surveymonkey.com). The survey was initiated on January 26, 2011, and this report summarizes responses received through March 12, 2011. Faculty were invited via emails to participate by their unit's BFW representative, and were sent two reminder emails to encourage high response rates. **As noted below, roughly 80% of all USU faculty responded to the survey.**

The survey essentially asked two core questions:

- **What is your level of satisfaction with the following aspects of your current employee benefits package?**
- **Assuming there will be money for small compensation increases (e.g., 1-2%) in the coming years, how would you like to see the university prioritize the following mechanisms for distributing this increased compensation?**

In the first instance, respondents were presented with a list of individual benefit program elements and asked to rate each element based on a 5-point scale ranging from very satisfied to very dissatisfied. To account for the possibility that faculty may be unfamiliar with some benefit programs, respondents were also allowed to check a box noting that they "did not have enough experience to answer."

In the second instance, respondents were given a list of possible compensation mechanisms and asked to rate each mechanism in terms of the priority that should be placed on each type. Answer categories included: top priority, high priority, medium priority, low priority and 'not a priority.'

Following these two major questions, faculty were asked whether their preferences for allocating compensation would change if there were more overall money available. Less than 10% of respondents indicated a change in their preferences.

Finally, respondents were given an open-ended question and invited to provide other comments and feedback to the BFW committee regarding their USU benefits and compensation packages. A listing of their comments and suggestions is included at the end of this report.

Highlights of the Results

The results were summarized across all units, and also broken down by unit. Detailed frequencies for each survey item are presented in tables below. Core findings include:

Health Care:

- The Health Care benefits package is generally well regarded by USU faculty, with 60% satisfied or very satisfied overall.
- Faculty are generally satisfied with the availability of different plans, levels of their co-pays, and dental care programs.
- By contrast, almost 40% of faculty expressed dissatisfaction with the level of deductibles required of faculty as part of their health care package.
- Three programs – mental health benefits, the health advocate program, and travel insurance options – are not familiar to most faculty, though only mental health benefits were flagged as areas of concern to faculty who know about the program.
- The wellness program received high marks, although it is less well known or is regarded less well among faculty in the Colleges of Science and Engineering, in Cooperative Extension, and those based at RCDE or USU-CEU campuses.

Other Benefits

- Faculty are extremely satisfied with the level of university contributions to their retirement accounts, and express broad satisfaction with the number of options for retirement saving.
- Faculty expressed slightly more dissatisfaction and higher levels of unfamiliarity with programs that provide retirement planning advice and the discounted tuition program for faculty dependents.
- There was a high degree of unfamiliarity with the early retirement program, perhaps reflecting the small number of faculty who would be potentially eligible for this program.
- Different colleges and units expressed widely varying levels of familiarity with particular benefits programs, which might help USU's HR office target specific audiences with focused information sessions or materials.

Compensation Priorities

- The most frequently cited 'top priority' for faculty compensation included across-the-board pay raises (45% called this their top priority, and 25% called it a high priority).
- Compensation to reward merit, address salary compression, and to prevent increases in out-of-pocket health care costs received top or high priority rankings from roughly 60% of faculty.
- Options to create a pool of money to retain faculty who have better offers from other universities received the support of only 31% of faculty.
- Options to increase USU contributions to retirement plans received the least support among faculty as a means of increased compensation.

- There were some notable differences across units with respect to priorities for compensation increases. These included:
 - Faculty in all but three colleges or units ranked ‘across the board’ pay raises as their highest priority.
 - Faculty in the Colleges of Natural Resources and Science ranked ‘merit’ pay as their highest priority.
 - Faculty in the College of Humanities and Social Sciences ranked addressing salary compression as their highest compensation priority.
 - Efforts to use compensation resources to prevent increases in out-of-pocket health care ranked second in 7 units, and third in 3 units.

Table 1: Responses by USU College or Unit

With what USU college or unit do you work with most closely? (Check One)				
UNIT NAME	<u>Responses</u>		Est. Sample Frame	Est. Response Rate
	Percent	Count		
Caine College of Arts	5.7%	41	42	98%
College of Agriculture	14.6%	105	108	97%
College of Engineering	8.5%	61	84	73%
College of Humanities and Social Sciences	12.5%	90	116	78%
College of Natural Resources	5.4%	39	59	66%
College of Science	8.3%	60	130	46%
Emma Eccles Jones College of Education and Human Services	16.9%	122	146	84%
Jon M. Huntsman School of Business	7.5%	54	62	87%
USU Library	3.3%	24	26	92%
USU Regional Campuses (Brigham City, Tooele, Uinta Basin, San Juan, etc.) and USU College of Eastern Utah	6.9%	50	56	89%
USU Cooperative Extension	10.1%	73	59	124%
Other (please specify)	0.3%	2		
	answered question	721	888	81%
	skipped question	2		

Table 2: Satisfaction with Health Care Benefits

What is your level of satisfaction with the following aspects of your current employee HEALTH CARE benefits package? (For each, check the one box that best reflects your views.)

Answer Options	Very Satisfied	Satisfied	Neutral	Dissatisfied	Very Dissatisfied	Not enough experience to answer	Response Count
Availability of Different Plans (e.g., white, blue, high-	20%	55%	16%	5%	1%	2%	100%
Level of Co-Pays	11%	49%	17%	18%	3%	2%	100%
Level of Deductibles	7%	34%	19%	28%	10%	2%	100%
Wellness Program	17%	35%	23%	3%	2%	19%	100%
Dental Care Coverage	17%	52%	15%	10%	3%	3%	100%
Mental Health Coverage	4%	20%	19%	8%	2%	47%	100%
Health Advocate Program	3%	13%	23%	1%	1%	59%	100%
Travel Insurance Options	4%	13%	23%	3%	1%	56%	100%
Overall Health Care Benefits	9%	51%	23%	12%	2%	2%	100%
<i>answered question</i>							702
<i>skipped question</i>							21

Table 3: Satisfaction with Other Benefits

What is your level of satisfaction with the following aspects of the non-Health Care part of your benefits package?

Answer Options	Very Satisfied	Satisfied	Neutral	Dissatisfied	Very Dissatisfied	Not enough experience to have opinion	Response Count
Number of Options for Retirement Saving	17%	54%	15%	7%	1%	7%	100%
Level of University Contribution to Retirement	42%	42%	8%	5%	1%	2%	100%
Advice and Counseling for Retirement Planning	12%	37%	21%	9%	2%	19%	100%
USU Early Retirement Program	5%	13%	22%	4%	2%	54%	100%
Life Insurance Program Options	8%	44%	26%	4%	1%	17%	100%
Sick Leave and Disability Benefits	15%	46%	17%	3%	1%	18%	100%
Discounted Tuition for Family Members	21%	40%	11%	8%	3%	18%	100%
<i>answered question</i>							699
<i>skipped question</i>							24

Figure 1: Levels of Satisfaction with Health Care Benefits

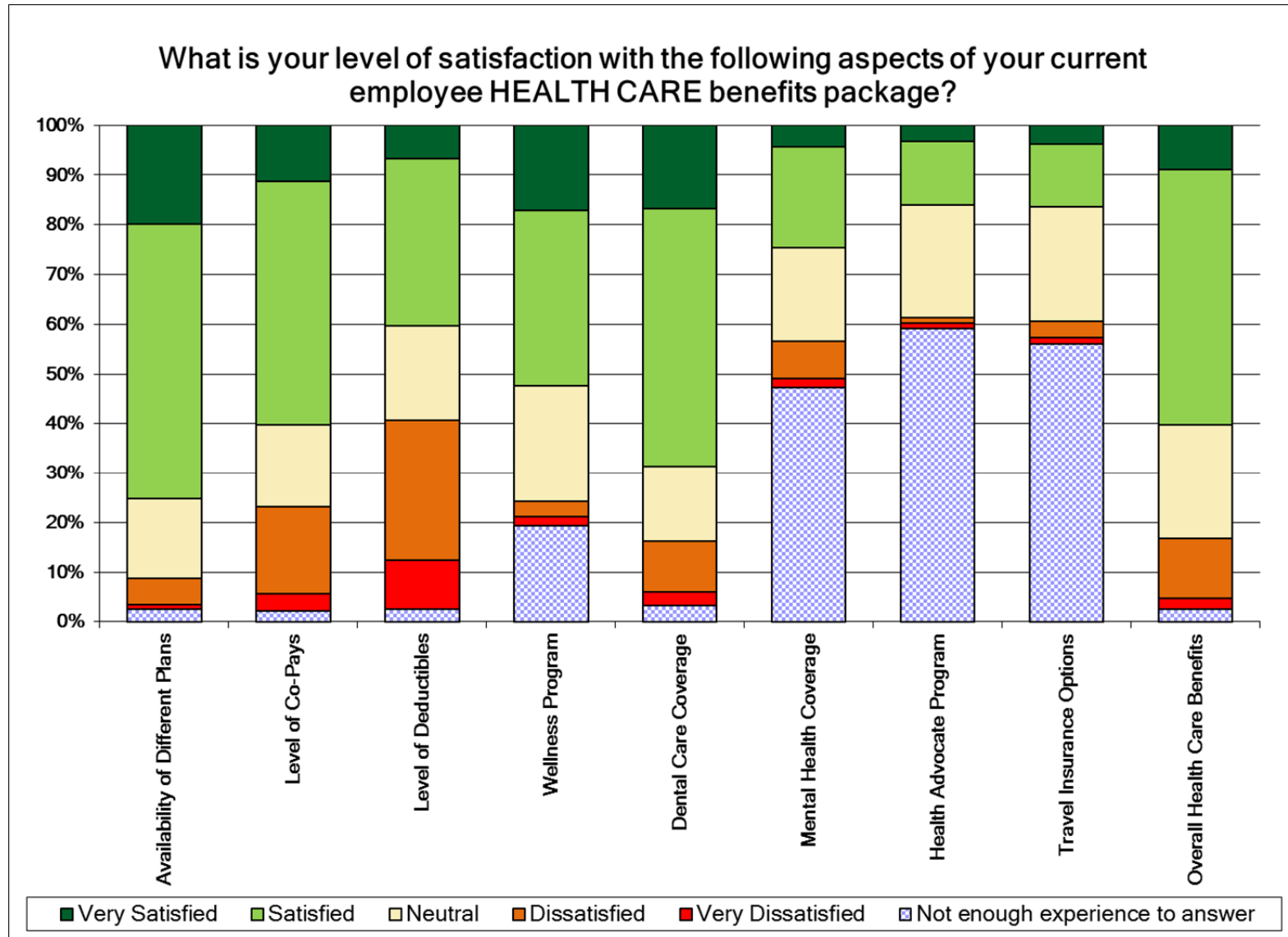


Table 4: Faculty Assessment of Health Care Benefits, by College or Unit

UNIT	<u>Percent Satisfied or Very Satisfied</u>									<u>Percent Dissatisfied or Very Dissatisfied</u>									<u>Percent without "enough experience to answer"</u>								
	Availability of Different Plans	Level of Co-Pays	Level of Deductibles	Wellness Program	Dental Care Coverage	Mental Health Coverage	Health Advocate Program	Travel Insurance	OVERALL Health Care Benefits	Availability of Different Plans	Level of Co-Pays	Level of Deductibles	Wellness Program	Dental Care Coverage	Mental Health Coverage	Health Advocate Program	Travel Insurance	OVERALL Health Care Benefits	Availability of Different Plans	Level of Co-Pays	Level of Deductibles	Wellness Program	Dental Care Coverage	Mental Health Coverage	Health Advocate Program	Travel Insurance	OVERALL Health Care Benefits
	Caine College of Arts	69	50	29	57	58	21	19	13	40	10	32	50	3	18	16	3	11	16	0	0	0	11	0	45	46	55
College of Agriculture	71	52	38	56	66	22	14	18	61	9	30	40	5	14	10	4	2	14	2	1	2	14	2	49	61	57	1
College of Engineering	78	56	35	39	66	29	17	22	54	2	20	33	5	15	2	0	3	15	0	2	2	27	3	44	51	46	0
College of Humanities and Social Sciences	71	65	36	44	72	27	17	18	61	6	16	43	3	13	16	0	6	14	3	5	5	26	5	38	64	55	5
College of Natural Resources	68	69	51	64	82	21	15	21	64	11	15	36	3	5	10	3	5	15	3	0	0	21	5	62	69	56	3
College of Science	71	59	36	42	66	15	9	10	55	7	14	37	5	14	5	2	9	17	3	3	5	32	3	59	67	63	3
Emma Eccles Jones College of Education and Human Services	84	70	48	71	73	28	21	18	64	3	16	38	2	11	15	3	1	11	2	1	1	13	3	44	59	58	2
Jon M. Huntsman School of Business	87	71	55	53	60	27	17	27	77	6	15	30	0	13	4	4	6	13	2	2	2	23	2	47	59	47	2
USU Library	91	74	57	78	87	43	27	22	78	0	13	30	0	4	4	0	0	9	4	0	0	9	0	30	55	57	0
USU Regional Campuses & USU-CEU	60	51	34	40	68	23	19	9	57	9	28	36	11	17	6	0	9	17	9	11	9	28	6	55	64	68	9
USU Cooperative Extension	78	48	33	38	66	23	9	7	54	9	30	42	16	13	4	4	6	17	1	0	0	12	4	48	53	56	3
TOTAL	75	60	40	53	69	25	16	17	60	6	21	38	5	13	9	2	5	14	2	2	2	19	3	47	59	56	3

Figure 2: Levels of Satisfaction with Other Benefits

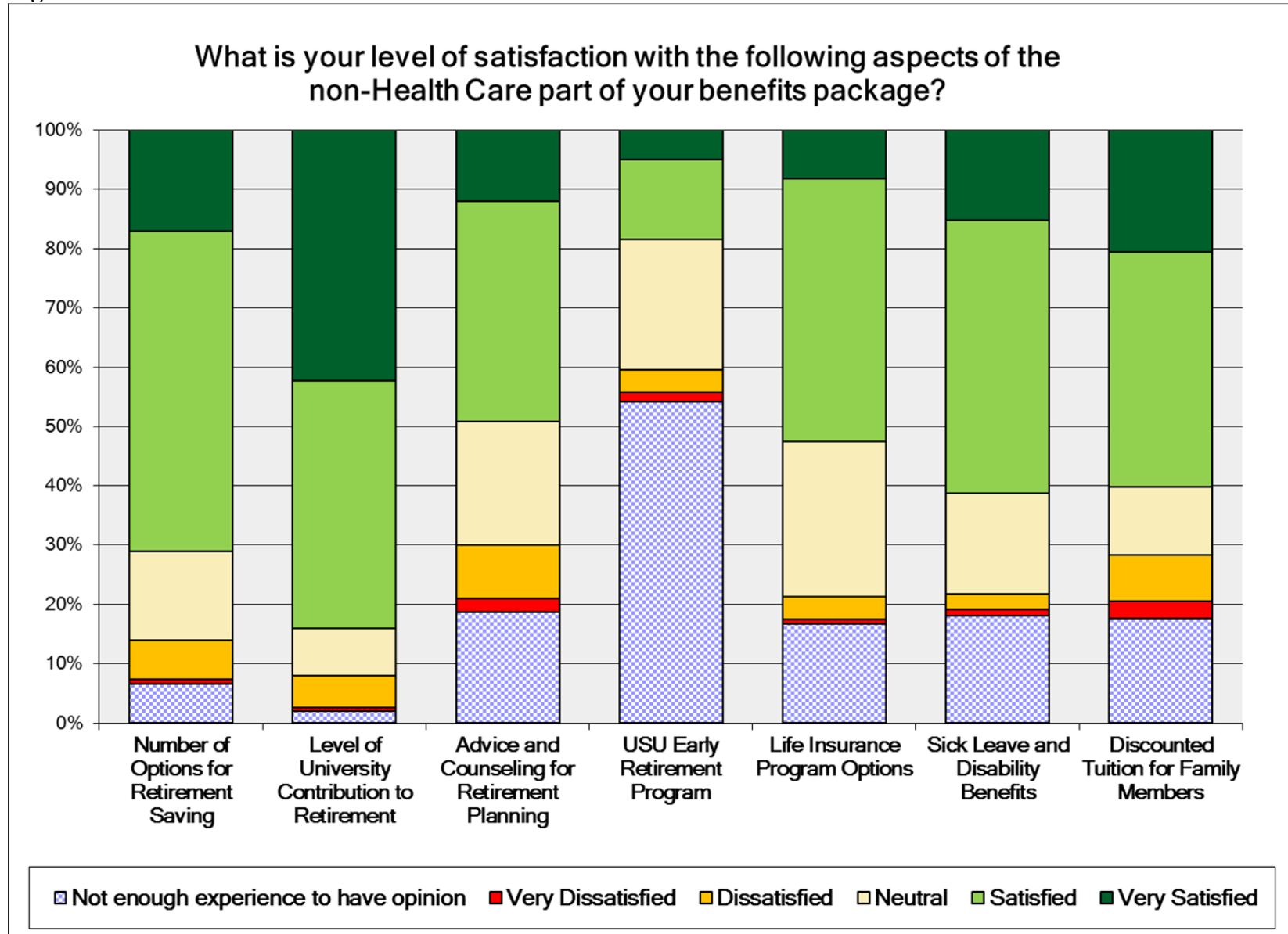


Table 5: Faculty Assessment of Other Benefits, by Unit

UNIT	<u>Percent Satisfied or Very Satisfied</u>							<u>Percent Dissatisfied or Very Dissatisfied</u>							<u>Percent without "enough experience to answer"</u>						
	Number of Options for Retirement Savings	Level of University Contribution to Retirement	Advice & Counseling for Retirement Planning	USU Early Retirement Program	Life Insurance Program Options	Sick Leave and Disability Benefits	Discounted Tuition for Family Members	Number of Options for Retirement Savings	Level of University Contribution to Retirement	Advice & Counseling for Retirement Planning	USU Early Retirement Program	Life Insurance Program Options	Sick Leave and Disability Benefits	Discounted Tuition for Family Members	Number of Options for Retirement Savings	Level of University Contribution to Retirement	Advice & Counseling for Retirement Planning	USU Early Retirement Program	Life Insurance Program Options	Sick Leave and Disability Benefits	Discounted Tuition for Family Members
Caine College of Arts	38	58	34	11	29	45	62	14	26	16	16	3	0	11	22	3	32	50	29	29	8
College of Agriculture	67	80	48	13	48	73	70	6	5	15	4	5	6	10	10	6	16	59	21	8	12
College of Engineering	83	85	49	26	58	71	61	2	7	7	2	7	2	20	0	0	15	39	5	7	5
College of Humanities and Social Sciences	76	87	48	18	46	37	49	4	2	9	9	6	7	11	6	1	18	51	19	32	26
College of Natural Resources	69	95	56	13	41	49	38	5	3	10	0	5	5	10	8	0	21	64	28	26	41
College of Science	63	80	49	10	49	46	58	5	9	5	12	2	3	7	7	3	25	58	17	27	24
Emma Eccles Jones College of Education and Human Services	78	89	51	27	57	66	65	6	5	8	3	3	6	11	8	1	21	53	18	19	19
Jon M. Huntsman School of Business	76	94	59	15	70	60	53	13	2	2	6	6	2	11	2	0	13	49	11	19	11
USU Library	87	96	59	30	74	91	52	9	0	14	4	4	0	13	0	0	18	48	4	4	22
USU Regional Campuses & USU-CEU	72	75	47	15	45	51	64	11	11	15	2	6	0	11	6	6	19	70	26	32	19
USU Cooperative Extension	64	83	43	20	61	86	72	14	4	26	4	4	1	4	4	0	13	59	4	0	13
TOTAL	71	84	49	18	52	61	60	7	6	11	5	5	4	11	7	2	19	55	17	18	18

Bold numbers reflect colleges of units with unusually high percentages for the column

Table 6: Faculty Priorities for Distributing Increased Compensation

Assuming there will be money for small compensation increases (e.g., 1-2%) in the coming years, how would you like to see the university prioritize the following mechanisms for distributing this increased compensation? (Check the one box that reflects the priority which you feel should be placed on each option.)

Answer Options	Top Priority	High Priority	Medium Priority	Low Priority	Not a Priority	Response Count
Across the board salary increases (1)	45%	25%	16%	8%	5%	100.0%
Preventing increased out-of-pocket costs in health benefits (2)	22%	39%	26%	9%	3%	100.0%
Differential raises to reward merit (3)	25%	32%	24%	12%	7%	100.0%
Targeted raises to address salary compression (4)	25%	31%	26%	12%	5%	100.0%
Pool of money to retain faculty (5)	9%	22%	37%	22%	11%	100.0%
Increased USU contributions to our retirement plans (6)	8%	23%	28%	29%	12%	100.0%

answered question 688

skipped question 35

Notes:

- 1 A fixed percent increase for all faculty.*
- 2 USU has a self-funded health care plan. Increases in health care costs are expected, and compensation dollars could be used to cover these increased costs and thus prevent increases in employee contributions or out-of-pocket costs.*
- 3 Increases tied to individual faculty member performance.*
- 4 The allocation of funds to senior faculty who have fallen behind junior faculty in terms of market salaries.*
- 5 Use of compensation dollars to retain accomplished faculty who have competitive offers from other universities.*
- 6 USU currently contributes 14.2% of our annual gross earnings to our retirement accounts; increased compensation dollars could be used to increase this contribution level (at least on a one-time basis).*

Figure 3: Faculty Preferences for Compensation Increases

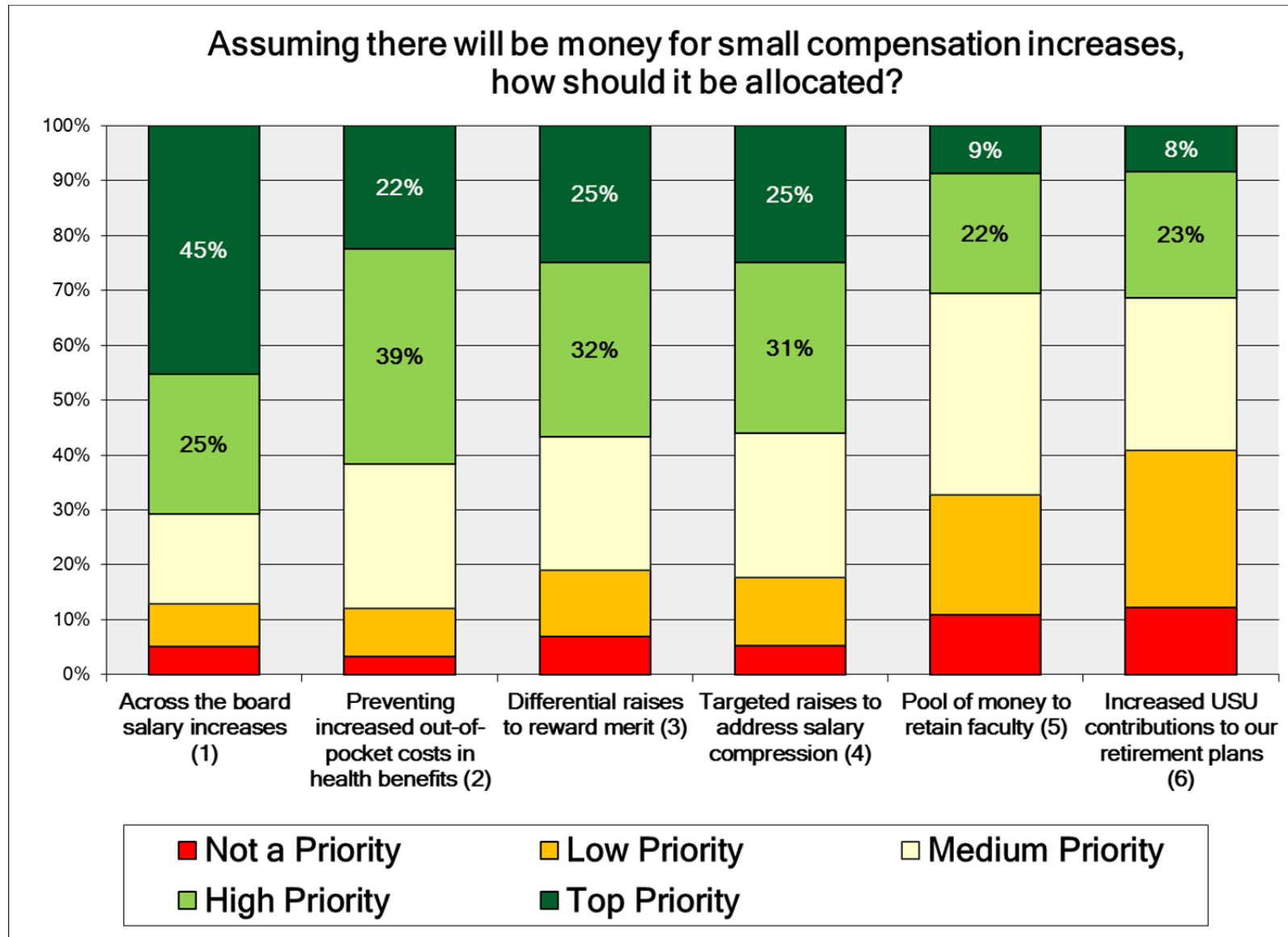
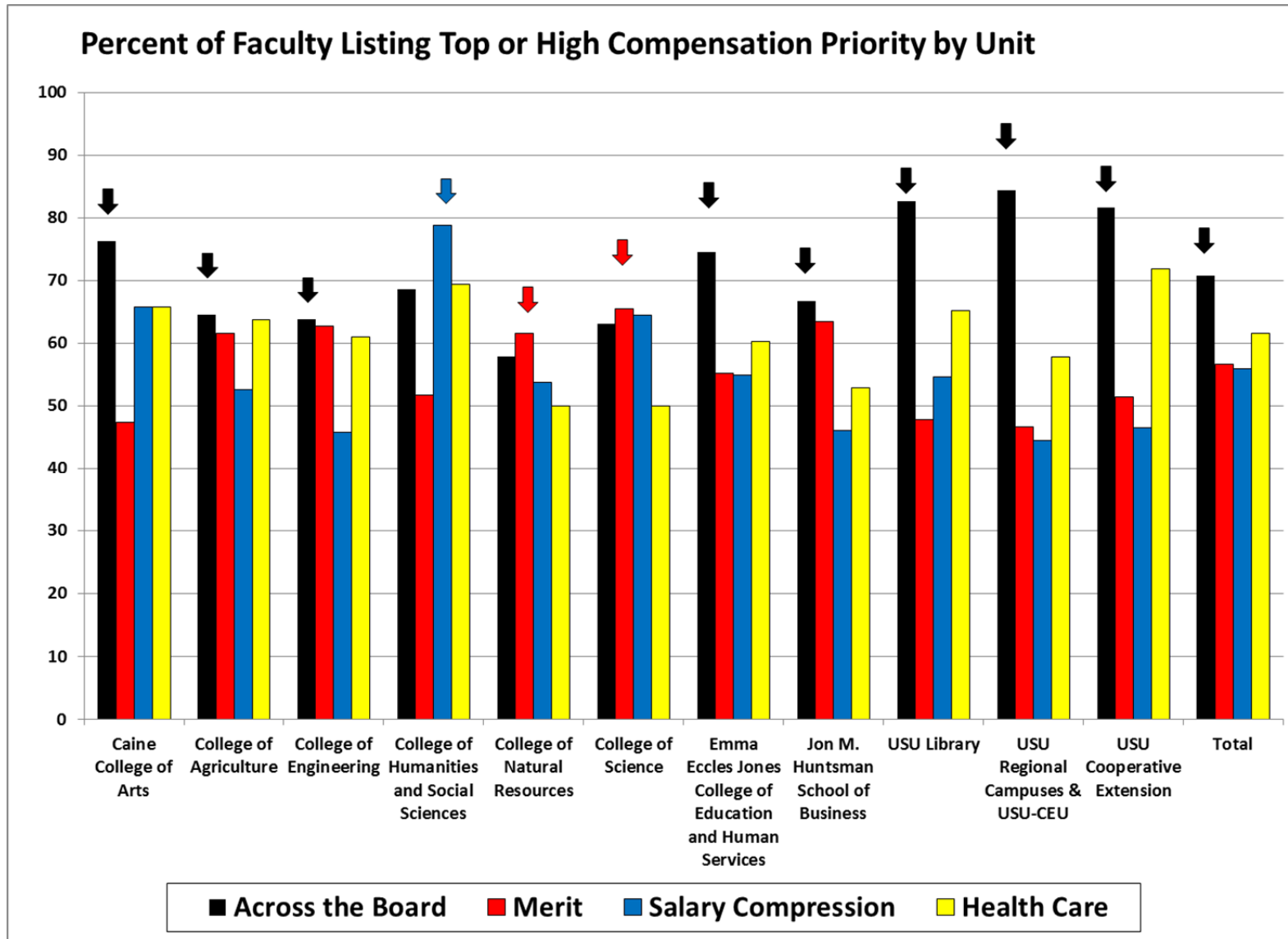


Table 7: Percent of Faculty Reporting Form of Compensation as High or Top Priority by Unit.

	<u>Percent Listing as Top or High Priority</u>						<u>Percent Listing as Top Priority</u>						<u>Percent Listing as High Priority</u>					
	Across the Board	Merit	Retention	Salary Compression	Health Care	Retirement	Across the Board	Merit	Retention	Salary Compression	Health Care	Retirement	Across the Board	Merit	Retention	Salary Compression	Health Care	Retirement
Caine College of Arts	76	47	39	66	66	50	47	24	11	29	40	18	29	24	29	37	26	32
College of Agriculture	65	62	26	53	64	31	40	23	3	24	26	6	24	38	23	29	37	25
College of Engineering	64	63	31	46	61	29	28	27	10	15	27	7	36	36	21	31	34	22
College of Humanities and Social Sciences	69	52	34	79	69	31	47	24	15	53	19	10	22	28	19	26	51	22
College of Natural Resources	58	62	31	54	50	26	45	26	15	13	11	5	13	36	15	41	40	21
College of Science	63	66	33	64	50	19	46	35	9	27	14	7	18	31	24	37	36	12
Emma Eccles Jones College of Education and Human Services	75	55	34	55	60	37	58	22	9	24	25	11	17	34	25	31	35	26
Jon M. Huntsman School of Business	67	64	26	46	53	31	39	39	10	26	18	12	28	25	16	20	35	20
USU Library	83	48	35	55	65	17	57	13	13	18	13	4	26	35	22	36	52	13
USU Regional Campuses & USU-CEU	84	47	31	45	58	29	44	20	4	16	16	5	40	27	27	29	42	24
USU Cooperative Extension	82	51	20	47	72	32	47	20	4	14	28	6	35	31	16	32	44	26
Total	71	57	30	56	62	31	46	25	9	25	22	9	25	32	22	31	39	23

Note: figures in **bold** reflect most commonly listed method in college for each priority

Figure 4: Compensation Priorities by College or Unit



ADDITIONAL COMMENTS AND FEEDBACK

(Responses to the open-ended question at the end of the survey, sorted alphabetically.)

1. Salary compression is the biggest problem!
2. I see evidence of gender-based salary discrepancy/discrimination) in CHaSS.
3. We really need to have some merit raises sometime soon.

1. Seek to get reciprocal tuition reduction with UofU. It would be nice to allow children to go to more than just USU. Both schools are in the same system. I am sure they have staff and faculty with children that go to USU.
2. USU should look at a match system on retirement to encourage employees to save even more for retirement.
3. Change the insurance program to a pay per person rather than family benefit. Those with more dependents should pay more. Each employee pays so much for one, two, three, etc. Health costs are only going to go up, each person should be covering the cost for their family members. Maybe they can take less in retirement to cover more dependents if they would like.

- 1.) It should be noted that I have the USU double-coverage insurance, which is far superior to the regular USU health insurance. In my work history, I have experienced several different health coverage plans. Double-coverage makes the package offered at USU reasonably helpful (obviously, one would always like to have more covered with lower deductibles.) If I were to find that the double-coverage benefit had been replaced, my spouse and I would almost certainly consider going on the job market.
- 2.) Why cannot the university find a way to get some reciprocal tuition agreements with our peers? Many universities on the East Coast participate in a wide consortium whereby faculty children can get reduced tuition at other schools in addition to their own workplaces. This comment is not meant to in any way demean the education offered by USU. Rather, many faculty, who themselves left home to go to school, recognize the importance of getting away from home to go to school. Even if we only had a compact with the U of U, it would be helpful. Ideally, the compact would cover several schools in the West, including Washington, Oregon, and Colorado at minimum.

A better informed population can make better choices. A booklet does not take the place of one-on-one or group training.

After a long term 25+ year service at USU it would be appropriate to cover medical expenses at least until Medicare age. Thanks

Again, why can't we borrow from TIAA-CREF--even if it were a fixed amount?

<p>Allowing faculty to pay themselves up to 20% extra if they have the research funds to do so should be permitted because it is a win-win. The faculty member is able to compensate themselves for their extra work and the university receives overhead. I think that it was a mistake to not allow faculty to use their competitive research grants to cover the cost of their furlough. I also think that it is a "merit" reward to allow the successful researchers to bring extra research dollars to USU to pay for 20% extra of their time, especially when we work really hard for 7 days/week because we have good work ethic.</p>
<p>Although I am dissatisfied with the overall increases in out of pocket health insurance costs, I would prefer any compensation increase to go towards my salary.</p>
<p>Although the budget is limited, the University still needs to be competitive with other markets re: staff salaries in order to prevent losing good employees to other higher paying offers, not just when another offer is given.</p>
<p>As a fairly new faculty member, I'm discovering that I cannot live on the salary provided in an urban county.</p>
<p>At the College of Eastern, under new decision made by USU is very unfair.</p>
<p>Be able to retain life insurance at the same premium after retirement.</p>
<p>Being off campus the ability to find quality health care can be limited especially in the more rural areas. For many it is difficult to know if the health professional you are going to is truly providing you with quality care/service. With the new tiered health program it appears as though I am or will be paying more to go to quality doctors vs. those "tied" to our program. Being "tied" to our program while a cost savings shouldn't be thought of as truly beneficial to the health of each of us. While I understand costs are an issue the university should also consider quality care vs lower costs. While the number of staff off campus may not reach those numbers on campus I would urge caution in developing plans that might compromise the health and ability to find quality doctors (largely due to money issues). I say this because I, for one, am adept at understanding the care I am given and have found in my area that the care given has often proved to be questionable in quality. As such I have had to expand the range I travel to find that care (always trying to be concerned with costs but....again that cost vs quality care issue arises). I admit to being disheartened to think that the issues of quality care in rural areas is perhaps not being considered carefully enough by those making decisions on campus.</p>
<p>Cost of co-pays and deductible are a huge burden when they have to be used. Son had a broken hand and didn't want to go back to the doc for follow up because of the cost of care. Dental costs which dentists said had to be done for wife, costs over 1K add that to a health deductible for a family of 5 and the copay and the coinsurance and that is why I can't afford to use health care when needed although I really need to, but I can't afford it. My compensation has not kept up with inflation and continue to struggle and get behind. Might have to take on a part time job out of the profession if something doesn't break soon. That can't be good for the students.</p>
<p>Current Health Insurance program is based on PPO basis. I personally like HMO basis (higher premium, but less deductible or non-deductible). If we have other non-deductible option, it'll be better.</p>

<p>Currently our health insurance does not cover pre-pregnancy genetic screening for couples with ethnicities at risk for certain genetic syndromes (example Tay-Sachs or Cystic Fibrosis). This seems like a poor choice because couples who know they are likely to have a child with Tay-Sachs may choose to undergo procedures to minimize that risk, thus limiting the number of children born with significant genetic syndromes that would be a long-term drain on our health care providers.</p>
<p>Currently, salary is one of my biggest concerns. I have not received cost of living raises or merit raises in MANY years. Moreover, my salary has been compressed over the past 28 years and new faculty are being hired at current market rates. This downward progression of my salary is disheartening.</p>
<p>Dental plan is not very helpful, if you need dental work, i.e., high out of pocket benefits.</p>
<p>Employees are more likely to become disabled than to die and receiving 2/3 salary while being hit with higher medical bills can be ruinous. We need a supplemental group disability plan that would pay the difference between the current long-term disability and our salary.</p>
<p>Faculty and staff need more input on the benefits we receive. Dual-career couples are penalized in our system. Although both individuals have ~25% of their salary going towards health care, and both pay health care premiums, the most they will ever gain on the "second" coverage is the maximum out-of-pocket allowance. Coverage is not doubled for items that are limited (e.g., physical therapy, mental health, etc.); nor do they receive any additional tuition break. Provide an option for the lower paid individual to receive "their health benefits allocation" in a Health Savings Account or be "paid" that portion as salary.</p>
<p>Faculty have an very generous retirement benefit at USU -- 14.2% of salary with no match required; if faculty would like a higher %, they should contribute voluntarily. Our faculty benefits rate is much higher than at other institutions , which has been a budget issue in multi-institutional grant proposals -- salaries low, but benefit rates so high it has become the budget buster in some cases.</p>
<p>For a long time I've heard people say how great USU's health benefits are. But as I've talked with professionals in my field, who are in industry and not academics, I've since come to realize that the health benefits may be great for staff type employees, but certainly not for highly skilled professional and professor level positions.</p>
<p>Given all that is going on in this economy, we are very lucky to have jobs.</p>
<p>Great work on making preventive check-ups covered at full cost! As a benefited long-time part-time employee (whose husband is also employed by the university but does not have benefits), I would like to see more help for < 75% part-timers (maybe increasing with time at the university?) with health and tuition and other benefits.</p>
<p>Health care benefits appreciated. Maintaining without additional costs is a high priority for me.</p>

<p>Health insurance premiums should be calculated as a percentage of salary on an individual basis, so everyone is paying relatively the same percentage wise. Co pays are high. Would like to see an option to be able to convert more sick leave to annual leave.</p>
<p>Healthcare increases are false. When everything else is going down so should healthcare costs. Strongly believe healthcare increases are profit driven without competition.</p>
<p>I already mentioned it but at the wrong area. The discrepancy of salary between new/junior faculty and senior faculty is such that it becomes very discouraging for senior faculty.</p>
<p>I am full prof in XXXX dept and have a salary that is the AVERAGE for an assoc professor. I have been here 20 years. Not good. I haven't had a significant raise if any at all, since 2006, which was a retention raise, but deductibles keep going up, which is in reality, a pay decrease.</p>
<p>I am grateful for the work various people have put into getting the best benefits they can based on increasingly tight budgets. However, I have seen benefits erode during my career. I would be in favor of better benefits, even if it lowers our raises.</p>
<p>I am very unhappy with the deductibles required by our health care plan. They essentially convert our health care plan to an emergency medical plan.</p>
<p>I appreciate the generous benefits that come with the University employment, particularly the 14.2% contribution to retirement. Please work to keep that level up there. It pays off in the long run.</p>
<p>I feel that dependent health insurance should scale directly with the number of dependents instead of flattening out at a certain number.</p>
<p>I hope that merit decisions will not widen the artificial gulf between "teachers" and "researchers".</p>
<p>I hope the committee explores empowering faculty toward a collective bargaining arrangement.</p>
<p>I like the idea of a raise very much but is it possible given the state of the economy?</p>
<p>I think that our medical benefits have declined considerably in the last five years, perhaps like many other places. Given the essential nature of this medical care and the fact that it is a pretax reduction in income benefit, I believe it should be given a high priority. Thanks for doing this survey (i.e., asking us what we think).</p>
<p>I think there should be more levels in health insurance premiums or coverage to offset different numbers of dependents; People with 4+ kids drive up the cost for everyone's insurance so they should be contributing more.</p>
<p>I wish health benefits were not so skewed to favor large families. Parents should pay for each of their kids not just "2 or more."</p>

<p>I wish that our health benefits were more reflective of overall health as opposed to certain components of health. For example, put sight and hearing (and to some degree teeth) on a par with broken bones and the like. In other words, allot a certain amount for overall health and allow it to be targeted towards those health issues that are most critical for any given individual at a given point in time.</p>
<p>I worry most about the lack of raises over the past few years and the increased cost of our medical benefits. We are making less and less each year because of this, and we are already far below national averages in terms of salary. I think we have good health benefits, but I don't want our out of pocket to keep rising. I think salary compression is a top priority. I now make less than we are paying our new hire. That is unacceptable.</p>
<p>I would also like to see options for non-traditional health care (acupuncture, massage, homeopathy). I am not a big proponent of western medicine and hardly use it.</p>
<p>I would like to have my own health insurance number. When my spouse returned to USU, he and I went on the same plan number, with his name as the primary person. As a result, I have consistently been denied coverage and am treated or am treated as a dependent. I resent that as I have been employed at USU longer than my spouse.</p>
<p>I would like to see an increase in vision care. I enjoy the benefits of the eye exams but am concerned each time I have to purchase glasses etc.</p>
<p>I would like to see the Co-pay for health care go down a little and out of pocket payment less also</p>
<p>I'd like the administration to consider 100% tuition for employees taking classes.</p>
<p>If I don't need the benefits package for health care why can't I receive that money in salary?</p>
<p>If people want to leave for another institution, let them leave instead of offering any money. Increase compensation for the faculty who are willing to stay here.</p>
<p>If there is more money, then the faculty simply needs a raise. Period. Perhaps there can be a "furlough" pay back, eh? That might be really good for faculty morale.</p>
<p>If there is no significant raise, can the university offer employees some free days off? I'm tired of working so many years with no raise while the cost of living keeps going up -- at least USU could give us a few days extra vacation. That would go a long way to improving morale when there's no raise or a mere 1% or 2% raise after several years of none.</p>
<p>If we are not going to get raises why are we being held to a 20% above salary cap?</p>
<p>I'm closer to retirement than most so my concern is with retirement counseling & info sharing as well as health care funding. I've given up on salary increase making a big difference in my personal situation, but that will help my younger colleagues.</p>
<p>Include Free parking as a Faculty & Staff benefit.</p>

<p>Insurance costs can be partially offset by increasing premiums to include EVERY dependent. Please address this anomaly.</p>
<p>Insurance coverage for retirees families for those over age 65</p>
<p>It has been very difficult to work with the FLEX program.</p>
<p>It is critical that we hire new faculty at market-competitive rates. The Provost's office and deans must insist upon this standard.</p>
<p>It is demoralizing and insulting to see new buildings go up on campus, new furniture and carpeting in classrooms, walls painted, paintings bought while our salaries stagnate year after year. We are tired of hearing that the money that's spent on those physical improvements can't be used for salaries. We can't help but see that this excuse shows a lack of leadership and imagination.</p>
<p>It would be great if USU would work with other universities to establish a reciprocal tuition discount for dependents of employees, even regionally. USU is a great institution, but not a great fit for all of my family members. This is common at other universities where I have worked.</p>
<p>It would be nice if preventative dental was covered at 100 percent.</p> <p>Assistance with job placement for spouse/partners would be nice as well. My husband has had little luck finding a staff position despite many years' experience working at universities. We moved 1 year ago and he has had one interview in this time.</p>
<p>It's been too many years without salary increases. The money to retention has pushed people to apply for jobs elsewhere in the hopes of getting a raise. I think that sets up a really bad dynamic within departments (those that are competitive to apply elsewhere/those that are not), and has contributed to salary compression (junior folks are more likely to be competitive for other jobs).</p>
<p>It's starting to look as if the more likely scenario involves additional CUTS, not additional funding. In the case of the former, I hope we go to furloughs as a money-saving strategy -- although this time the furloughs should be organized by salary level so that (hopefully) the lowest paid workers here at USU can be spared.</p>
<p>Just a comment on the question of discounted tuition for family members. I think it is great, but it seems grossly unfair to take it away from children when they marry. Up until they are married they may be living at home and pretty flush with money. Once they marry they are on their own, trying to start a household, possibly having both spouses in school at the same time, and money is very tight. So what does the university do at that critical time? Pull the discounted tuition benefit. It seems wrong to me.</p>
<p>Legal noncompliance with mental health parity laws is both bad policy and bad PR.</p>
<p>Look at equity of field faculty to on campus faculty</p>
<p>Look at Harvard Pilgrim's health insurance plan (many New England universities have their plan). Their plan is much better than ours; I wish we could find one more like Harvard Pilgrim.</p>

<p>Look for non-monetary ways of rewarding people ie through benefits, perks etc (you need to do something to boost morale!)</p>
<p>Low faculty salaries are a big problem, as is salary compression for older faculty members. No annual increase is also a big problem (at least a couple percent to address cost of living seems in order).</p> <p>It is also too bad that the education benefit for spouse/children is so low. Many universities cover 100% of tuition or even pay the same 100% dollar amount for tuition to any other university. 50% seems very low. It would be nice to see the state legislature deal with some of these issues seriously. Recent reports show how poorly funded education is in this state.</p>
<p>Medical benefits have significantly eroded over the last decade. USU should strive to reduce office visit co-pays to \$15 or less.</p>
<p>Morale is at a low for many university faculty/staff with no raises for years. It can create further morale issues by issuing a unique % increase based on merit to a few individuals.</p>
<p>Morale is low. People are scared about losing their jobs again. Everything has gone up the past few years (food, oil, gas, services, education). A raise to everyone seems like the right thing to do.</p>
<p>My top priority for salary money would be to address salary inversion, an option which was not on your survey.</p>
<p>Non tenured track faculty are not paid level commensurate with the private sector.</p>
<p>Of the four states in which I have been employed in universities, USU has the best benefits (health and retirement) package of them all. Don't mess with success!</p>
<p>Old Main Administrators have historically taken higher pay raises than faculty -- this is outrageous</p>
<p>Ordinarily I would suggest merit pay but because salary increases have been limited for many faculty and staff for a number of years I feel it is important for all those contributing members be recognized through compensation.</p>
<p>Our prescription plan has a major problem. Not all medicines have a generic equivalent. The 35% payment for non-generic medicines, including insulin for diabetics, is a great burden on families. There should be a cap on out-of-pocket payments for medicines which do not have generic equivalents.</p>
<p>Overall they are great for current workers- Not sure if benefits remain sufficient in retirement- actually more concerned about those</p>
<p>Physical therapy compensation seems very short sighted. In my experience, the insurance is not paying for physical therapy that it seemed like should be covered. It seemed like coverage was only for short-term injury, not long-term issues like chronic pain that therapy might be helpful for as well.</p>

<p>Please communicate with upper administration that if the legislature allocates a 2% increase in salaries, that keeping 1% and only actually allocating 1% to the faculty/staff member is a morale breaker! Individuals I associate with simply refer to it as stealing.</p>
<p>Please do what is possible to maintain our current excellent health, dental, and retirement benefits. They are VERY wonderful!</p>
<p>Quality faculty will be difficult to retain if not compensated better.</p>
<p>Regular Cost of Living Adjustments should be made. What we are currently experiencing is regular real reductions in salary.</p>
<p>Retaining employees who might lose their jobs to budget cuts, or hiring back employees who lost their jobs in the last round of budget cuts should be the TOP priority. After that we can focus on raises to employees. It doesn't seem right to award raises when quality individuals lost their jobs and remain unemployed) or are still at risk of losing their jobs.</p>
<p>Retention of faculty including spousal accommodations and benefits for young faculty like parental leave should be a high priority</p>
<p>Rising level of annual deductible on health insurance is a concern; that should not be allowed to continue</p>
<p>Salaries are compressed across the board. Recently I have seen assistant professors being hired at salaries greater than productive associate and full professors. Many of these tenured professors are performing way above what is expected from these young faculty to achieve tenure. Meanwhile we have seen an increase in administrative positions (associate VP's, associate provosts etc.). Faculty should be compensated for excellence in research and teaching, not because they have obtained an offer from another University.</p>
<p>Salary compression is more than ridiculous at USU. Even in CHaSS, where faculty are paid less than in any other college on campus, because of competition for promising new faculty, there has been an effort to bring in new faculty at more or less competitive salaries. This has exacerbated compression for senior faculty in this college to the extreme.</p>
<p>Seems that everything is raising in price except salaries. I understand that historically there was a vote to increase benefits over salary, but now it seems we are slowly losing the amazing benefits we once had, leaving me to question if that was a good move. Overall, I am just happy to have a job, but if things change, I would like to see increases in salary.</p>
<p>Short-term day care at gym would be useful. Salaries should better match job performance expectations.</p>
<p>Sick leave for 9 month contract faculty</p>
<p>Something needs to be done about the extra compensation policy. Through teaching extra contractual course, I earn extra money based on enrollment. Due to this policy, I end up teaching for free most years. I might start limiting enrollment which would decrease monies brought into the university.</p>

<p>Student evaluations should not be used against a teacher just because the student did not like the class or it was too hard. This is just an incentive for passing off students to get a high evaluation and in turn getting a better evaluation from your boss. The XXXX department seems to work this way and it is wrong!</p>
<p>Tenure is a system that rewards unproductive faculty members. The tenure system should be re-evaluated and perhaps revoked. Productivity pays.</p>
<p>Thank you for asking for our input.</p>
<p>Thank you for asking our opinion!</p>
<p>Thank you for giving us this opportunity to give feedback.</p>
<p>Thank you for surveying faculty. I appreciate that my input will be included.</p>
<p>Thanks for your work on this</p>
<p>Thanks very much for asking for input.</p>
<p>The administration's line that we have high benefits are a mathematical trick. USU spends a lot on benefits due to the self-funded health plan - but we our health insurance is only average at best. This is not a great benefit, just the sad results of poor decisions made years ago.</p>
<p>The amount the university contributes toward our retirement is phenomenal. I have considered going elsewhere but none of the places recruiting me had comparable health or retirement benefits.</p>
<p>The cap on how much you can set aside for flex spending is too low. If there is a problem with people claiming all of their flex spending and then leaving their university job, just allow charges and payments to be made on a monthly basis rather than allowing someone to "claim" the total flex spending limit at one time. With health costs continuing to rise, there should be some increase in the flex spending cap!</p>
<p>The Co-Pays and flexible spending benefits paperwork really needs to be streamlined. Could we return to where the same provider handles both so that flexible spending knows about out of pocket expenditures on regular health care. The system is much worse now than it was about 10 years ago.</p>
<p>The deductibles are fine if you only have that one area of medical concern. My family uses all of the medical areas, so the deductibles become very burdensome.</p>
<p>The deductibles on our health care plan were raised last year to an unacceptably high level. From \$50 to \$250 in one year is a 500% increase. I would prefer a modest increase in monthly payments to an increase in the deductible.</p> <p>Also salary compression is a very big problem.</p>
<p>The healthcare coverage is expensive compared to when I came here 12 years ago. It has eaten up any salary increases during that time period</p>

<p>The health insurance should charge more for those with more dependents on the package. The system should have a cost for one person, then more for two and then more for three, etc. It is not fair to ask those with less dependents to subsidize those with more. The insurance should work to encourage savings on health cost. Provide for well heath check-ups and have some amount that if you don't use it in a year you get the excess back. This would encourage users to save, ask questions about the cost of treatment , and shop around for procedures.</p>
<p>The recent recession demonstrates the fallacy of bigger pay for disciplines such as economics and engineering. Salaries in the humanities and arts need to be brought in line with national averages. It is a travesty that we have full time faculty at the university earning less than elementary school teachers.</p>
<p>The reward system in the Huntsman school is not in line with academic priorities. Adjunct professors aligned with Huntsman programs are given higher status/salary and more support than faculty in 'traditional' assignments. This has created a low level of trust with administrators and morale issues among faculty and staff.</p>
<p>The Wellness Program is virtually non existent for off campus faculty.</p>
<p>The whole thing is so discouraging it's pointless to speculate. The legislature seems determined to sacrifice USU on the altar of politics. I really no longer care.</p>
<p>There have been essentially no raises and salaries have declined in real terms over the last several years. Health benefits have been eroded dramatically over the same period. This equates to net decreases in compensation. It is past time to do some catching up. Administrator salaries as recently printed in the Herald Journal are ridiculously high.</p>
<p>There should be a graded premium for health insurance based on number of dependents. Presently, if a I understand the system correctly, an employee with a spouse and 2 children pays the same amount into the system as an employee with a spouse and 8 children. Those with smaller families are therefore paying more into the system. I would like to see this corrected so that the system is balanced.</p>
<p>There should be a method for employees to sell back their unused vacation and sick leave each year.</p>
<p>Three years with no salary increase while prices keep rising -- everyone needs a little help even if only 1 or 2%</p>
<p>University employees are so far behind where they were a few years ago that any increase needs to go to help everyone get back to where they were before.</p>
<p>USU group home, auto, and life insurance are not competitive with other plans.</p>
<p>USU must deal with salary compression. If not dealt with appropriately, it will lead to increased friction and demoralization.</p>

<p>USU-Eastern received multiple reminders to complete this survey... I can see how the questions regarding future pay, etc. are applicable. But the questions regarding past experiences with health insurance, etc. will just muddy your data because we really have no experience with the USU system.</p>
<p>Very discouraging to go for so many years without a raise!!!!</p>
<p>Vision insurance/</p>
<p>We are not even keeping up with cost of living increases. We have been going backwards for several years and I am disappointed. Wishing I had taken a federal job that was offered to me several years ago. I stayed because our benefits are much better and still are, but our salaries are way behind.</p>
<p>We have lost so many good people because of salary compression that it should no longer be ignored. To give raises only for merit ignores the consecutive years with no raises for anyone and would further diminish morale.</p>
<p>We have one of the best benefit packages in the nation. We do, however, retaining high-quality faculty. In these tight times, let's focus on maintaining and improving the quality of work that gets done at USU</p>
<p>We need some sort of compensation relief this year. Everyone has been patient during the down time. We still have money (even if a PRIVATE CONTRIBUTION) FOR A NEW SPORTS COMPLEX THAT REALLY SERVES VERY FEW). The athletes are not the ones doing the teaching and carrying the mission. We must get something if morale is not to sink lower or cause more good people to leave.</p>
<p>We need to do a better job rewarding teaching.</p>
<p>We see a continued trend towards lower health benefits at increased out of pocket costs. At this rate I should return to private practice for a salary increase so I can cover the increased costs.</p>
<p>We should have the option to invest with Vanguard. Their funds have much lower operating costs - and therefore higher returns - than both TIAA-CREF and Fidelity. For example, my fund with TIAA-CREF changes almost 1% in total fees. An exact equivalence fund with Vanguards charges only .14% (almost 1/10 of what TIAA-CREF charges).</p>
<p>We're experiencing in the Huntsman School increasing demands to cater to students (bigger class sizes; teaching more classes; expectations to escort students abroad; expectations to develop programs for students) with decreasing attention to the needs of existing faculty (where adjuncts are paid more than tenured, full-professor faculty in some cases; limited recognition of faculty achievements; limited input into college-wide decisions). Morale is very low.</p>
<p>We've already done the merit increases, this time there needs to be across the board raises. It's been 4 years since we've had a raise and only the department "pets" get the merit raises.</p>
<p>What I see around me is the old Soviet Union proverb in action: "They pretend to pay us, and we pretend to work."</p>

While I realize not much can be done about the larger situation, I think that the University will find that 1-2% raises will lead to faculty attrition, particularly amongst junior faculty and those who are easily able to relocate. While it is true that the economy isn't great nationwide, and some universities are in worse situations (furloughs, layoffs, etc.) it is also true that many are in better situations, and USU will need to make a real commitment to faculty compensation to retain competitive faculty.

While retirement planning is very important, USU already is among the tops in the nation in terms of the % of salary (14.2%) that USU contributes. An article in the academic journal *Financial Services Review* compared the % of salary for retirement contributions for public universities in all the states and only one mid-western state contributed slightly more (15%) than USU (and I suspect that % has been reduced since the article was published).

Based on conversations with other employees and attending various meetings over the decades, I'm confident that most USU employees have no idea how rich our benefit package is compared to virtually all other universities (and other employers outside academia). Back when we did not have to pay any health care premiums I was not aware of any other land grant university in the same situation. Most of my colleagues across the country have paid far more for their health insurance than USU employees and received about 10% in retirement contributions compared to our 14.2%.

Yes, some will argue that colleagues elsewhere earn higher salaries but the reality is that someone with a modest salary and a 14% retirement contribution will be much better off in retirement than someone used to living on a larger salary but receiving a much smaller % "replacement" in their retirement fund. So part of this process should be to educate employees about how good are benefits are compared to colleagues in other states.

An across the board salary increase is essential for employee morale! But as someone who has suffered for almost 3 decades from salary compression; I would advocate for that as a top priority. It is very demoralizing as a tenured full professor to see assistant profs hired with the same salary.

With an increase in deductibles on medical and no raises for two years, we have had a net loss in income regardless of inflation. My fear is that this next year inflation will raise its ugly head quite substantially. Then where will we be?

With insurance, the people with large families need to pay their share. I am tired of paying for the choices of others.